

Employee FRONTLINE

A newsletter from the WA State Employee Assistance Program

Helping Children Learn “Giving Back”



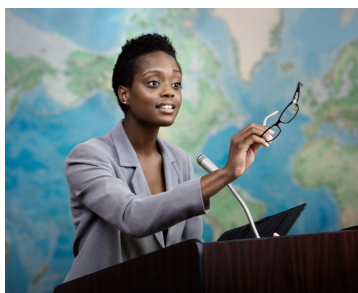
Will you be using the holiday season to help a child learn about charity or volunteerism? The goal, of course, is helping a child grow into an adult who values the importance of helping others who are less fortunate. Your community is sure to have many opportunities, but even a simple craft

gift made by a child can brighten the day of someone in need.

Tip: Try discussing with the youngster the positive feelings of doing something beneficial for others. This small exercise in self-awareness will reinforce the experience, help the child understand the concept of gratitude, and create feelings of positive self-esteem in a way that only sharing one's resources or personal efforts to help others can produce.

Use Effective Eye Contact in Public Speaking

Acceptance and believability are the foundation of success in public speaking, and they begin with eye contact. Begin making eye contact with members of your audience before you present and you will reduce anxiety dramatically, appear less mysterious, and build trust faster to have them engage with you more. Crowd behavior is contagious, so positive interactions resulting from this warm-up step can rub off on others. When speaking, don't speak to "the masses." Instead, continue making eye contact with individuals to enhance your authenticity. And here's a tip: When speaking, "smile with your eyes." This practice engages your whole face and makes it light up. You will appear more inviting from the podium and draw your audience emotionally toward you. The technique of smiling with your eyes is easier than "remembering to smile," which can create an off-putting forced grin. Test this notion this with a friend and you'll adopt it as a personal secret to a great presentation.



Holiday Drinking and Driving Don't Mix

Holiday drinking and driving don't mix. On average, a drunk driver will drive 80 times under the influence before his or her first arrest. One person in the U.S. is killed in a drunk-driving incident approximately every 35 minutes—about 40 people a day. Ninety percent of all drunk drivers had someone sober nearby who could have intervened to help prevent their getting behind the wheel. Fifty to seventy-five percent of people who have their license suspended due to drunk driving continue to drive anyway.

Avoid Ageism at Work

Ageism is stereotyping of and prejudice against older persons. It's a growing area of concern for the workplace because people are working longer into their senior years and their numbers are growing because of aging baby boomers. As with reducing racism and sexism, reducing prejudice is about understanding and being aware of your biases (we all possess a few) and then choosing to eliminate their influence on your interactions on the job. What are your beliefs about older people? What about old age? How about the aging process? These are all areas to examine in order to tease out your biases. Each plays its part in how you demonstrate tolerance and positively interact with older workers. Gain awareness of these attitudes and you empower yourself to eliminate ageist behaviors at work.

Frontline Employee

Cook and Eat Healthier at Home



It's easy to skip cooking at home when you face long work days, aggravating commutes, day-care drops, and errands. Unfortunately, you're likely to be consuming more calories from carbohydrates, sugar, frozen meals, and instant foods when you're on the go. To

get healthier, gain less weight, and reduce the hassle of cooking at home, think pasta, casseroles, stews, curries, soups, risottos, stir-fries, and salads. With planning, you can easily stock up for two weeks with fresh, frozen, canned, and dried goods to cook fast and fresh meals. Research shows those who cook at home also eat less when they do eat out. There are many cookbooks that can be purchased on-line that provide quick, easy and healthy recipes.

Don't Fool Around with Flu

Influenza can lead to hospitalization, even death. Each year, on average 35,000 people die from flu in the U.S. The majority are over 65. Being healthy as an ox won't make you resistant to it. So the U.S. Centers for Disease Control and Prevention recommends getting vaccinated. Concerned about the vaccine's risk, safety, makeup, and side effects? Learn more at: www.cdc.gov/flu/protect/vaccine/general Flu virus strains change, but did you know the most infective strain hit in 1918-19? It killed 40 million people rivaling the Black Death of Europe in the 14th century!



Cost of Incivility at Work



Incivility at work is tit-for-tat exchanges, slights, verbal jabs, condescension, and discourteous interactions many employees give and get. Different from bullying, which is a form of workplace aggression and mistreatment, incivility is lower key.

It's more ambiguous, but it's still harmful. Many researchers have shown that employees spend hours after an uncivil act thinking about it, processing it with a friend, and planning how to avoid the next incident. All this eats into productivity and has an economic cost. Incivility can be a factor in burnout, too, prompting workers to do less and call in sick more and continuing a cycle of morale problems.

Holiday Tips for Diabetics

When January rolls around, will you be satisfied and proud that you did not let your diet get out of control? Here are a few time-tested tips from the American Association of Diabetes Educators to help you manage seasonal stress and the holiday food parade. (1) Decide that you will enjoy the fun but still be healthy this season. Spend a few quiet moments planning out this goal. (2) Make a written contract with yourself—literally, in writing, and sign it to help you stay motivated. (3) Plan your plates to increase the veggies and reduce the starches, and choose the lean, nonfat meats on party trays that come your way. (4) Alcohol—it's everywhere and it can interfere with some medications and insulin. Be sure to check with your doctor before consuming alcohol. If you drink, go with the light drinks—spritizers. Avoid the mixed drinks. (5) Keep moving and stick with your exercise routine. After a meal, steer clear of the couch or lounge—take a walk instead. (6) Consider a volunteer activity during the season. It will keep you moving, and the payback is comradeship while helping others and inspiring positivity and gratitude. (7) Purposely plan time to unwind. Stress can wind you up like a clock spring. If you're traveling, plan your diabetic supplies (double up) to prevent problems with travel delays and disease management mishaps.

